

at the kindergarten, elementary, and secondary school levels. Some workers set up their own child-care businesses.

Job Outlook

Employment of preschool teachers and child-care workers is projected to increase faster than the average for all occupations through the year 2008. In addition, many preschool teachers and child-care workers leave the occupation each year for other jobs, family responsibilities, or other reasons. High turnover, combined with job growth, is expected to create many openings for preschool teachers and child-care workers. Qualified persons who are interested in this work should have little trouble finding and keeping a job.

Future employment growth of preschool teachers and child-care workers will be rapid, but nevertheless considerably slower than in the last two decades because demographic changes that fueled much of the past enrollment growth are projected to slow. Labor force participation of women of childbearing age will increase very little and this group of women will decline as a percentage of the total labor force. Also, the number of children under 5 years of age is expected to rise very little by the year 2008. Nevertheless, the proportion of youngsters enrolled full- or part-time in child-care and preschool programs is likely to continue to increase, spurring demand for preschool teachers and child-care workers. Changes in perceptions of preprimary education may lead to increased public and private spending on child care. If more parents believe that some experience in center based care and preschool is beneficial to children, enrollment will increase. Government policy often favors increased funding of early childhood education programs and that trend should continue. The growing availability of government-funded programs may induce some parents to enroll their children in center-based care and preschool who otherwise would not. Some States also are increasing subsidization of the child-care services industry in response to welfare reform legislation. This reform may cause some mothers to enter the work force during the projection period as their welfare benefits are reduced or eliminated.

Earnings

Pay depends on the educational attainment of the worker and establishment type. Although the pay is generally very low, more education means higher earnings in some cases. Median annual earnings of preschool teachers were \$17,310 in 1998. The middle 50 percent earned between \$13,760 and \$22,370. The lowest 10 percent earned less than \$12,000 and the highest 10 percent earned more than \$30,310. Median annual earnings in the industries employing the largest numbers of preschool teachers in 1997 were as follows:

Elementary and secondary schools	\$23,300
Individual and family services	18,800
Social services, not elsewhere classified	17,900
Civic and social associations	17,300
Child day care services	15,700

Median hourly earnings of child-care workers were \$6.61 in 1998. The middle 50 percent earned between \$5.82 and \$8.13. The lowest 10 percent earned less than \$5.49 and the highest 10 percent earned more than \$9.65. Median hourly earnings in the industries employing the largest numbers of child-care workers in 1997 were as follows:

Residential care	\$7.60
Elementary and secondary schools	7.30
Civic and social associations	6.30
Child day care services	6.00
Miscellaneous amusement and recreation services	5.90

Earnings of self-employed child-care workers vary depending on the hours worked, number and ages of the children, and the location.

Benefits vary, but are minimal for most preschool and child-care workers. Many employers offer free or discounted child care to employees. Some offer a full benefits package, including health insurance and paid vacations, but others offer no benefits at all. Some employers

offer seminars and workshops to help workers improve upon or learn new skills. A few are willing to cover the cost of courses taken at community colleges or technical schools.

Related Occupations

Child-care work requires patience; creativity; an ability to nurture, motivate, teach, and influence children; and leadership, organizational, and administrative skills. Others who work with children and need these aptitudes include teacher assistants, children's tutors, kindergarten and elementary school teachers, early childhood program directors, and child psychologists.

Sources of Additional Information

For information on careers in educating children and issues affecting preschool teachers and child-care workers, contact:

- ☛ National Association for the Education of Young Children, 1509 16th St. NW., Washington, DC 20036. Internet: <http://www.naeyc.org>
- ☛ Association for Childhood Education International, 17904 Georgia Ave., Suite 215, Olney, MD 20832-2277.

For eligibility requirements and a description of the Child Development Associate credential, contact:

- ☛ Council for Early Childhood Professional Recognition, 2460 16th St. NW., Washington, DC 20009. Internet: <http://www.cdacouncil.org>

For information about family child care and accreditation, contact:

- ☛ National Association for Family Child Care, 525 SW 5th St., Suite A, Des Moines, Iowa 50309-4501. Internet: <http://www.nafcc.org>

For information on salaries and efforts to improve compensation in child care, contact:

- ☛ Center for the Child Care Workforce, 733 15th St. NW., Suite 1037, Washington, DC 20005. Internet: <http://www.ccw.org>

State Departments of Human Services or Social Services can supply State regulations and training requirements for child-care workers.

Private Household Workers

(O*NET 62031, 62041, 62061, 69999E, and 79999N)

Significant Points

- Demand will far outstrip the supply of workers willing to provide private household services because the work is hard, earnings are low, and benefits and advancement opportunities are few.
- Persons who are interested in and suited for this work should have no trouble finding and keeping jobs.

Nature of the Work

Private household workers clean homes, care for children, plan and cook meals, do laundry, administer the household, and perform numerous other duties. Many types of households of various income levels employ these workers. Although wealthy families may employ a large staff, it is much more common for one worker to be employed in a household where both parents work. Many workers are employed in households having one parent. A number of household workers work part time for two or more employers.

Most household workers are *general house workers* and usually the only worker employed in the home. They dust and polish furniture; sweep, mop, and wax floors; vacuum; and clean ovens, refrigerators, and bathrooms. They may also wash dishes, polish silver, and change and make beds. Some wash, fold, and iron clothes; a few wash windows. Other duties may include looking after a child or an elderly person, cooking, feeding pets, answering the telephone and doorbell, and calling and waiting for repair workers. General house workers may also take clothes and laundry to the cleaners, buy groceries, and do many other errands.

Household workers whose primary responsibility is taking care of children are called *child-care workers*. Those employed on an hourly

basis are usually called *baby-sitters*. Child-care workers bathe, dress, and feed children; supervise their play; wash their clothes; and clean their rooms. They may also put them to sleep and waken them, read to them, involve them in educational games, take them for doctors' visits, and discipline them. Those who are in charge of infants, sometimes called *infant nurses*, also prepare bottles and change diapers.

Nannies generally take care of children from birth to age 10 or 12, tending to the child's early education, nutrition, health, and other needs. They may also perform the duties of a general housekeeper, including general cleaning and laundry duties. *Governesses* look after children in addition to other household duties. They may help them with schoolwork, teach them a foreign language, and guide them in their general upbringing. (Child-care workers who work outside the child's home are covered in the statement on child-care workers elsewhere in the *Handbook*.)

Companions or *personal attendants* assist elderly, handicapped, or convalescent people. Depending on the employer's needs, a companion or attendant might help with bathing and dressing, preparing and serving meals, and keeping the house tidy. They also may read to their employers, write letters for them, play cards or games, and go with them on walks and outings. Companions may also accompany their employers to medical appointments and handle their social and business affairs.

Households with a large staff may include a household manager, housekeeper, or butler, as well as a cook, caretaker, and launderer. *Household managers*, *housekeepers*, and *butlers* hire, supervise, and coordinate the household staff to keep the household running smoothly. Butlers also receive and announce guests, answer telephones, deliver messages, serve food and drinks, chauffeur, or act as a personal attendant. *Cooks* plan and prepare meals, clean the kitchen, order groceries and supplies, and may also serve meals. *Caretakers* do heavy housework and general home maintenance. They wash windows, wax floors, and hang draperies. They maintain heating and other equipment and do light carpentry, painting, and odd jobs. They may also mow the lawn and do some gardening if the household does not have a gardener.

Working Conditions

Private household workers usually work in pleasant and comfortable homes or apartments. Most are day workers who live in their own homes and travel to work. Some live in the home of their employer, generally with their own room and bath. Live-ins usually work longer hours. However, if they work evenings or weekends, they may get other time off. Live-ins may feel isolated from family and friends. On the other hand, they often become part of their employer's family, and may derive satisfaction from caring for them. Being a general house worker can also be isolating, since work is usually done alone.



Many private household workers supervise children.

Housekeeping is hard work. Both day workers and live-ins are on their feet most of the day and do much walking, lifting, bending, stooping, and reaching. In addition, some employers may be very demanding.

Employment

Private household workers held about 928,000 jobs in 1998. About 65 percent were cleaners and servants, mostly day workers; about 33 percent were child-care workers, including baby sitters; and less than 3 percent were housekeepers, butlers, cooks, and launderers. Most jobs are in big cities and their affluent suburbs. Some are on large estates or in resorts away from cities.

Training, Other Qualifications, and Advancement

Private household workers generally do not need any special training. Individuals who cannot find other work because of limited language or other skills often turn to this work. Most jobs require the ability to clean, cook, or take care of children. These skills are generally learned by young people while helping with housework at home. Some training takes place on the job. Employers show the household workers what they want done and how. For child-care workers and companions, general education and the ability to get along with the person they will care for are most important.

Home economics courses in high schools and vocational and adult education schools offer training in cooking and child care. Courses in child development, first aid, and nursing in postsecondary schools are highly recommended.

Schools for butlers, nannies, and governesses teach household administration, early childhood education, nutrition, child care, and bookkeeping. These schools may offer certifications in household management—for example, Certified Household Manager, Certified Professional Nanny, or Certified Professional Governess—and assist in job placement. However, most private household workers get jobs through employment agencies and recommendations from previous employers.

Private household workers should work well with others and be honest, discreet, dependable, courteous, and neat. They also need physical stamina.

There are very few opportunities for advancement within this occupation. Few large households exist with big staffs where general house workers can advance to cook, executive housekeeper, butler, or governess, and these jobs may require specialized training. Advancement usually consists of better pay and working conditions. Workers may move to similar jobs in hotels, hospitals, and restaurants, where the pay and benefits are usually better. A few workers start companies that provide household services for a fee. Others transfer into better-paying, unrelated jobs.

Job Outlook

Job opportunities for people wishing to become private household workers are expected to be excellent through 2008, as the demand for these services continues to far outpace the supply of workers willing to provide them. Those with formal training or excellent recommendations from previous employers should be particularly sought after.

For many years, demand for household help has outstripped the supply of workers willing to take domestic jobs. The imbalance is expected to persist, and possibly worsen. Demand is expected to grow as more women join the labor force and need help running their households. Demand for companions and personal attendants is also expected to rise due to projected rapid growth in the elderly population.

The supply situation is not likely to improve. The physical demands of the work, low status, low pay, few benefits, and limited advancement potential deter many prospective household workers. Due to the limited supply of household workers, many employers have turned to domestic cleaning firms, child-care centers, and temporary help firms to meet their needs for household help. This trend is expected

to continue. (See the statements on janitors and cleaners, preschool teachers and child-care workers, and home health and personal care aides elsewhere in the *Handbook*.)

Employment of private household workers is expected to decline through 2008. However, job openings will be numerous because of the need to replace workers who change jobs within the occupation and the large number of workers who leave these occupations every year. Persons who are interested in and suited for this work should have no trouble finding and keeping jobs.

Earnings

Earnings of private household workers depend on the type of work, the number of hours, household and staff size, geographic location, training, and experience.

Most private household workers are employed part time, or less than 35 hours a week. Some work only 2 or 3 days a week while others may work half a day 4 or 5 days a week. Earnings vary from about \$10 an hour or more in a big city to less than the Federal minimum wage—\$5.15 an hour in 1998. (Minimum wage laws may not cover private household workers who work just a few hours per week or have very low annual earnings.) In addition, day workers often get carfare and a free meal. Live-in domestics usually earn more than day workers and also get free room and board. However, they often work longer hours. Baby-sitters usually have the lowest earnings.

Usual median weekly earnings of all private household workers in 1998 were \$223. Cleaners and servants earned \$235 per week, cooks earned \$380 per week, child-care workers earned \$204 per week, and housekeepers and butlers earned \$206 per week. Some full-time live-in housekeepers, cooks, butlers, nannies, and governesses earned considerably more. Based on limited information, experienced and highly recommended workers employed by wealthy families in major metropolitan areas may earn \$800 to \$1,200 a week.

Private household workers who live with their employers may be given room and board, medical benefits, a car, vacation days, and education benefits. However, most private household workers receive very limited or no benefits.

Related Occupations

Other workers with similar duties are building custodians, hotel and restaurant cleaners, child-care workers, home health and personal care aides, cooks, kitchen workers, waiters and waitresses, and bartenders.

Sources of Additional Information

Information about job opportunities for private household workers is available from local private employment agencies and State employment service offices.

For information about careers and schools offering training for nannies, contact:

☛ American Council of Nanny Schools, Delta College, University Center, MI 48710.

Veterinary Assistants and Nonfarm Animal Caretakers

(O*NET 34058G, 79017A, 79017B, 79017C, 79017D, and 79806)

Significant Points

- Animal lovers get satisfaction in this occupation, but aspects of the work can be unpleasant and physically and emotionally demanding.
- Most animal caretakers are trained on the job, but advancement depends on experience, formal training, and continuing education.

Nature of the Work

Many people like animals. But, as pet owners can attest, taking care of them is hard work. Animal caretakers, sometimes called animal attendants or animal keepers, feed, water, groom, bathe, and exercise animals and clean, disinfect, and repair their cages. They also play with the animals, provide companionship, and observe behavioral changes that could indicate illness or injury.

Boarding kennels, animal shelters, veterinary hospitals and clinics, stables, laboratories, aquariums, and zoological parks all house animals and employ caretakers. Job titles and duties vary by employment setting.

Kennel staff usually care for small companion animals like dogs and cats while their owners are working or traveling out of town. Beginning attendants perform basic tasks, such as cleaning cages and dog runs, filling food and water dishes, and exercising animals. Experienced attendants may provide basic animal health care, as well as bathe animals, trim nails, and attend to other grooming needs. Caretakers who work in kennels may also sell pet food and supplies, assist in obedience training, help with breeding, or prepare animals for shipping.

Animal caretakers who specialize in grooming, or maintaining a pet's—usually a dog's or cat's—appearance are called *groomers*. Some groomers work in kennels, veterinary clinics, animal shelters, or pet supply stores. Others operate their own grooming business. Groomers answer telephones, schedule appointments, discuss with clients their pets' grooming needs, and collect information on the pet's disposition and its veterinarian. Groomers are often the first to notice a medical problem, such as an ear or skin infection, that requires veterinary care.

Grooming the pet involves several steps: An initial brush-out is followed by a first clipping of hair or fur using electric clippers, combs, and grooming shears; the groomer then cuts the nails, cleans the ears,



An animal caretaker enjoys feeding a seal.